

# WHAT IS AN EXCELLENT PROFESSIONAL?

A focus group design in four professions



## RESEARCH GROUP

### Research center Talent development in Higher Education and Society

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## WHAT DOES THIS POSTER SHOW?

This poster shows profiles on the level of domains on what is an excellent professional from the perspective of professionals in four different fields  
The profiles can be used as a reference to reflect on professional excellence

## METHODS

- I. A focus group design of experienced professionals in three focus groups per profession was conducted. Each focus group included 5 to 9 participants based on snow-ball sampling.
- II. A Delphi-method was used to come to consensus of the content of profiles. Based on a digital survey instrument including the concept profiles, consensus was reached within domains and items in the concept profiles.  
In each profession, two Delphi-rounds with 15 to 29 experts were performed.  
Content Validity Ratio's (CVR's) were calculated on item and domain level, based on a three-point-scale.  
Only items and domains scoring positive CVR's could take place in the profile (> 50% of the experts scored the item or domain as 'essential' instead of 'important, but not essential' or 'not essential' ).

## RESULTS

The four profiles describe the qualities, characteristics and behaviors typical of an excellent professional in the field of Allied Health Care, International Business, Sports, and Information- Communication Technology.

The profiles are based on the assumption that the professional already possesses the required basic skills, knowledge and attitudes.

## LITERATURE

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